

**VIRGINIA:**

A FY 2019 Budget Work Session of the Lancaster County Board of Supervisors was held in the Administrative Building Board/Commission Meeting Room of said county on Monday, April 23, 2018.

Members Present: William R. Lee, Chair  
Jason D. Bellows, Vice Chair  
Jack D. Larson, Board Member  
Ernest W. Palin, Jr., Board Member  
Robert S. Westbrook, Board Member

Staff Present: Don G. Gill, Assistant County Administrator and  
Planning/Land Use Director  
Crystal Whay, Building/Land Use Assistant

Mr. Lee called the meeting to order at 6:00 p.m.

**Consideration of Adoption of Proposed FY 19 Public Schools Budget**

Mr. Lee stated that he had heard from a lot of people and he had reviewed the school budget thoroughly over the last few days. He stated that the School Board can and will get the job done with the funding. He stated that he was going to make a motion and see where it went.

Mr. Lee made a motion to appropriate \$16,667,149 for the FY 19 Public Schools Budget. He stated that he was not proposing it categorically, but as a lump sum. He stated that the School Board could move the money around to different categories as they see fit and they can set their own wage increase for the teachers.

Mr. Bellows asked what the difference was from what was proposed.

Mr. Gill replied that the difference in the amounts was \$191,890.

Mr. Palin stated that Mr. Lee's figure was \$347,992 over last year's school budget request.

Dr. Westbrook stated that he did not know why they don't step up to the plate to do what they need to do to make this County great. He stated that he thought the schools led the way for that. He stated that he thought the budget had been well considered. He stated that he did not know why they don't talk about raising taxes and raising the relief

level for those people who can least afford the increased taxes. He stated that it may be possible that the proposed school budget will not have enough funds because the state funds that the School Board was relying on may not be what was originally projected. He stated that they are shooting the School Board and the students in the foot because the Board of Supervisors won't "man up" and raise the property taxes and the relief level. He stated that every board member received an email from Sharon Gill, who had done research and found that eighty percent of the County's waterfront property was owned by non-residents. He stated that the County's waterfront property was a second home for people who owned million dollar homes and they were ignoring that fact. He stated that he did not understand it and would not vote to reduce the school budget proposal.

Mr. Larson referred to the eighty percent of non-resident waterfront property owners and stated that, even though he respected Mrs. Gill, he would want to double check that number. He stated that many people were in the process of selling their first home with plans on moving into the County permanently and that may be why an out of town address shows up in the records. He stated that second home ownership within the County was not the issue and if the tax rates get too high, people will not want to move here. He stated that it was not a matter of "manning up", but quite the opposite if the Board just sits there and accepts everything that comes before them.

Mr. Larson stated that the point he had been trying to make for several years was that something was not right when the County's cost per pupil was as high as it was. He stated that he did not accept the idea that it was a meaningless statistic, nor did he accept the idea that the County was so much different than a number of other counties across the state that it renders it okay. He stated that he thought the number for the school budget should be less than what has been proposed.

Mr. Bellows stated that he had reviewed the school budget thoroughly. He stated that if they wanted people to come into the County, then it was not just about tax rates. He stated that it was about having high quality schools. He stated that he thought the proposed budget was meager compared to some other localities around us that have similar demographics. He stated that they should fully fund the school budget request. He stated that he would not vote for a reduced amount for the schools.

Mr. Palin stated that he had reviewed the school budget and thought a lot about it in the last few days. He stated that he has always supported the school system, but, this year, as he sees other organizations and departments whose budgets the Board was reducing, he did not think it was fair to increase the school budget by such a big amount. He stated that the motion on the floor would actually be giving the schools \$347,992 more than last year. He stated that they are appropriating the amount in a lump sum, so that things can be changed around as needed. He stated that he would vote for it.

Mr. Lee stated that his motion stands and he would not withdraw it. He called for the vote.

VOTE:                      William R. Lee                      Aye

Jason D. Bellows	Nay
Jack D. Larson	Nay
Ernest W. Palin, Jr.	Aye
Robert S. Westbrook	Nay

VOTE: 2-3-Motion failed.

Mr. Bellows made a motion that the Board of Supervisors fully fund the Proposed FY 19 Public Schools Budget as presented.

Dr. Westbrook stated that he wanted to address the other organizations that would be receiving less than they requested this year. He stated that the County was not required to fund those organizations and there was not statute that says they have to be funded. He stated that the supervisor’s manual states that every appropriation that was made by the Board of Supervisors should be backed by statute. He stated that there was a long tradition of funding these organizations, but there was no requirement and they should not feel bad about cutting back, so they can do what they were required to do. He stated that he would support Mr. Bellows’ motion.

Mr. Palin stated that he would not support Mr. Bellows’ motion. He stated that they are supposed to support the public schools, by statute, but it did not say how much.

VOTE:	William R. Lee	Nay
	Jason D. Bellows	Aye
	Jack D. Larson	Nay
	Ernest W. Palin, Jr.	Nay
	Robert S. Westbrook	Aye

VOTE: 2-3-Motion failed.

Mr. Lee stated that they were back where they started and needed to find some common ground.

Mr. Larson stated that he was in favor of Mr. Palin’s figure from the last meeting.

Mr. Gill stated that Mr. Palin’s number was \$16,444,191.

Dr. Westbrook stated that he did not understand how they could know the cost of everything and the value of nothing. He stated that this was important and needed to be done right. He stated that there was a phrase he had seen when researching the broadband topic and that phrase was “the soft bigotry of low expectations”. He stated that it seemed to him that the Board has low expectations of our students, teaching staff and the entire County. He stated that they think they can continue to get by on the cheap and have a different result. He asked why were they not talking about a tax rate that could solve their problem.

Mr. Larson stated that money was turned in, on the average of \$400,000 each year, so the Board was not doing things on the cheap. He stated that money was not the one thing that was going to make our schools better. He stated that he believed that parental involvement had to increase and there needed to be better discipline in the classrooms.

Mr. Lee stated that he took exception to one of Dr. Westbrook’s comments about having low expectations when it came to the schools. He stated that he has always had high expectations of the students to achieve and high expectations of the schools. He stated that Dr. Westbrook was incorrect in saying that there were low expectations.

Mr. Bellows referred to the Lee draft budget and suggested going with those numbers. He stated that version fully funded the school request. He stated that the County was going into a reassessment year and some things will be up in the air because of that.

Dr. Westbrook stated that he was ashamed that the other Board members thought that this was okay.

Mr. Palin stated that after speaking with Whitney Barrack, Director of Finance for Lancaster County Public Schools, he did not have a problem with the appropriated amount being \$16,667,149.

Mr. Bellows asked what number would they be willing to go with for the budget.

Mr. Palin replied that he would go as high as \$16,667,149 or as low as \$16,444,191.

Mr. Bellows suggested \$16,800,000.

Mr. Palin stated that he was not going to go that high.

Mr. Bellows stated that he was trying to get to a number that they could agree on. He stated that he did not want to vote on anything less than the requested amount, but would try to work with his fellow Board members to try and meet on a number.

Dr. Westbrook stated that as he understood it, there was actually two steps to this. He stated that the money can be budgeted, but it was the appropriation that counted. He

stated that the money could be appropriated on a schedule of the Board's choice. He stated that if they budgeted the entire amount and appropriate for a number of months, the schools can get their contracts out and their programs started, with the provision that they reevaluate our tax rate for personal property and real estate.

Mr. Palin asked if the Board would consider the amount of \$16,567,149. He stated that figure was \$122,000 above his original figure.

Dr. Westbrook referred to Mr. Bellows' suggestion of \$16,800,000 and stated that was just \$59,000 less than the requested amount.

Mr. Lee stated that if the schools typically turn back \$400,000 each year, then the money was there.

Dr. Westbrook stated that it would be in that case. He asked what if the state did not do what it was supposed to do. He asked what if the schools ran out of money.

Mr. Larson replied that the schools could request a supplemental appropriation.

Mr. Palin made a motion to Appropriate \$16,567,149 for the FY 19 Public Schools Budget.

VOTE:	William R. Lee	Aye
	Jason D. Bellows	Nay
	Jack D. Larson	Nay
	Ernest W. Palin, Jr.	Aye
	Robert S. Westbrook	Nay

VOTE: 2-3-Motion failed.

Mr. Bellows made a motion to Appropriate \$16,800,000 for the FY 19 Public Schools Budget.

VOTE:	William R. Lee	Nay
	Jason D. Bellows	Aye
	Jack D. Larson	Nay
	Ernest W. Palin, Jr.	Nay
	Robert S. Westbrook	Aye

VOTE: 2-3-Motion failed.

Mr. Bellows stated that they were in a deadlock.

Mr. Lee stated that he knew that Mr. Bellows and Dr. Westbrook were set on the higher amount, but the first motion he had made at \$16,667,149 was pretty close.

Mr. Palin stated that, with the lump sum appropriation, the schools can do what they need to do and will be able to move things around.

Dr. Westbrook stated that he would like for the schools to be able to come back if they need to.

Mr. Lee stated that the schools could always come back if they need a supplemental appropriation.

Mr. Bellows stated that the school budget was reduced during the previous superintendent's tenure because of corruption and rogue spending and two members of the previous Board voted for the reduction. He stated that the same two members want to reduce the spending when they have a current school administration that has been very effective and has turned the school system around.

Mr. Palin stated that they were not reducing the spending, but actually increasing the amount over last year.

Mr. Bellows stated that he was talking about the Board reducing the amount that has been proposed by the School Board.

Mr. Palin stated that the School Board was an efficient board and they knew how to handle the money.

Dr. Westbrook stated that the Board had spent a long time at the last meeting reducing the non-governmental organizations by \$145,000. He stated that they could have cut a lot more than that, but didn't. He stated that they were giving the library over \$112,000 so that they can get a state match. He stated that the library could raise its own money. He stated that he liked the library and it was a wonderful facility, but they have the means to do it on their own.

Mr. Bellows stated that they help to fund these organizations to make the County a better place to live and not just funding because of tradition. He stated that these organizations help to make the County more inviting for future citizens, too. He stated that if they do not support what is already here, the County would continue to decline.

Dr. Westbrook made a motion to Adopt \$16,667,149 for the FY 19 Public Schools Budget.

VOTE:	William R. Lee	Aye
	Jason D. Bellows	Nay
	Jack D. Larson	Nay
	Ernest W. Palin, Jr.	Aye
	Robert S. Westbrook	Aye

VOTE: 3-2-Motion passed.

Mr. Gill stated that, historically, the Board follows with a motion to appropriate the funds.

Dr. Westbrook made a motion to Appropriate \$16,667,149 for the FY 19 Public Schools Budget in a lump sum.

VOTE:	William R. Lee	Aye
	Jason D. Bellows	Nay
	Jack D. Larson	Aye
	Ernest W. Palin, Jr.	Aye
	Robert S. Westbrook	Aye

VOTE: 4-1-Motion passed.

Ms. Thomasson asked if the School Board could have a consensus on rolling over any unspent funds from this year to next year.

Dr. Westbrook stated that the topic had been discussed with the Treasurer, but the Board of Supervisors has not discussed it yet. He stated that, it was his understanding, that Ms. Dickson was going to put the school funds in the Virginia Investment Pool Fund because it had better interest rates. He stated that she currently uses local banks with low interest rates and the Virginia Investment Pool Fund had a rate of around 1.75 percent.

Mr. Larson stated that he did not think that was going to happen because Ms. Dickson spent a portion of the year borrowing money to pay the County's bills.

Mr. Bellows asked if the unspent funds request was a one-time request or a recurring one.

Ms. Thomasson replied that certainly for next year, they were going to need it.

Mr. Bellows asked if the money would be earmarked for a particular item.

Dr. Parker stated that it would be needed to make up for the \$191,890.

Mr. Larson stated that he could not support rolling over unspent funds. He stated that the Board of Supervisors could lose a significant amount of control over increasing the fund balance as it needs to and they don't do it for any other department.

Mr. Lee referred to the unspent funds and asked if the School Board was concerned that they might not be able to use those funds if they asked for them.

Ms. Thomasson stated that what has happened in the past was that the funds disappeared, so she thought they were being spent on something else. She stated that if the schools had unspent funds this year, they would like to roll over those funds into next year's budget.

Mr. Larson stated that, other than the fact that there were a couple of fund administrators that overspend and will have to be dealt with, there was no situation where the school money goes to pay for something else. He stated that unspent funds stay in the fund balance.

Mr. Palin stated that, before the current school administration, the schools had come to the Board of Supervisors with a reason to access unspent funds and the request had been granted.

Mr. Larson stated that the tax rate should have been raised more last year to meet what was approved in the budget.

Mr. Lee stated that it seemed to him that the School Board was asking for an accounting of the unspent funds, so if they need to, they can request those funds.

Mr. Palin stated that, usually by July, Mrs. Barrack would know the amount of any unspent school funds.

Mr. Lee asked if there was a way that the Treasurer could include a line item for unspent school funds.

Mr. Gill replied that he thought she could.

Mr. Lee stated that could help solve the issue.

Mr. Bellows referred to last year's school budget and asked about a large sum that was covered by a special fund or one-time windfall.



Dr. Parker stated that the money was from regional special education in the amount of approximately \$230,000.

Mr. Bellows stated that would be an additional shortfall to make up for this year.

Dr. Parker stated that, with all due respect, what he heard Mr. Larson say was that it was a sin to overspend your budget. He asked why would he want to commit a sin and come back to the Board of Supervisors to ask for more money. He stated that what was going to happen was they would have to cut programs and teachers and increase class sizes.

Ms. Thomasson stated that she wanted to remind the Board of Supervisors that the schools lost federal funding on the four year old childrens' program.

Mr. Lee stated that they needed to meet with the Treasurer to find out the best way to handle the schools' unspent funds, so that they can track it and if the schools need to come back for it, they will know what they have.

Mr. Bellows asked would they give a blank check and the schools use the funds as they see fit or would there be some kind of criteria set to use the funds for a specific purpose.

Mr. Lee stated that he thought that the request would include the purpose of the funds at the time of the request from the schools.

Dr. Westbrook stated that the Treasurer was well aware of the one cent tax money set aside for schools last year that was included in Mr. Bellows's motion when the tax rate was set.

Mr. Larson stated that amount should be in the range of \$260,000.

Mr. Lee stated that a meeting would be set up with the Treasurer to discuss the schools' unspent money.

### **Proposed FY 19 Lancaster County Budget**

Mr. Lee stated that they would be reviewing the local share amounts on the other contributions.

Mr. Gill stated that everything on the second page that the Board will be reviewing has a government tie-in, but they were coded as "contribution" in the system. He stated that was why they were separate from the previously reviewed items.

Mr. Lee stated that the first one on the list was the Rappahannock River Basin Commission with a \$1000 request.

Mr. Gill stated that the Rappahannock River Basin Commission was created by the General Assembly and Lancaster was one of the founding counties of this commission.

Mr. Bellows stated that this organization was a regional consortium of the Rappahannock River Basin. He stated that the amount was a long term, minimal fee paid by all of the participating localities.

Mr. Gill stated that this commission had always had a request of \$1000.

Mr. Larson asked what was the money used for.

Mr. Gill stated that the commission contained fourteen counties and the City of Fredericksburg and all localities contribute \$1000 for the operating expenses. He stated that the commission supported legislation for watershed protection.

Mr. Bellows stated that the commission oversees the water quality policies of the river and things that can be done to help improve the river.

Mr. Gill referred to the supporting documentation in the budget books and stated that there were materials from Eldon James, which included a breakdown of their budget.

Dr. Westbrook referred to the Rappahannock River Basin Commission and three other items on the list and stated that they were all affiliated with the Northern Neck Planning District Commission. He asked what they were getting out of them.

Mr. Larson stated that he had wondered that as well.

Mr. Bellows stated that they get a lot from the Rappahannock River Basin Commission and they have done a lot as far as improving water quality and life along the river. He stated that he agreed that they do not get much from the Northern Neck Planning District Commission. He stated that he recently attended a Region 2 VACo meeting and compared to what the Middle Peninsula Planning District Commission had done with public access, he found it to be astounding. He stated that it made no sense why the Northern Neck Planning District Commission could not achieve the same success.

Mr. Larson stated that he thought they should keep the \$1000 request from the Rappahannock River Basin Commission, but continue to ask questions.

Dr. Westbrook stated they should cut the Northern Neck Planning District Commission by \$1000 and eliminate the Chesapeake Bay Region Partnership request.

Mr. Gill referred to the Assign-a-Highway request of \$5000 and stated that the County has the anti-littering initiative and this was the arm that was responsible for

scheduling people who have community service obligations to pick up trash along the roads.

Mr. Larson suggested level funding for Assign-a-Highway.

Mr. Larson referred to the next item, the Northern Neck Tourism Commission, and stated that this was another example of the County, as a local entity, promoting the area while businesses sit back and watch.

Mr. Lee stated that they were in the River Realm to promote this area and asked if they needed to be in both.

Mr. Bellows stated that the Northern Neck Tourism Commission and the River Realm were probably bringing in more money than they cost. He could not say which one was more beneficial to the County.

Mr. Larson and Dr. Westbrook suggested zeroing out the request for the Northern Neck Tourism Commission.

Mr. Larson referred to the next request for \$5000 for environmental planner and stated that they do a lot of the mapping for the Comprehensive Plan and he could support that request.

Mr. Gill stated that the environmental planner, who was John Bateman, does more than just mapping. He stated that the office administers the Coastal Zone Management Program and oversees any grants. He stated that the office was instrumental in the water trails that have been established in the County and have done a lot of research for potential public access sites.

The consensus was to reduce the environmental planner request to \$3000.

Mr. Gill referred to the Northern Neck Soil and Water Conservation District and stated that they have asked for a \$5000 increase for the past few years. He referred to the supporting documentation in the budget books and stated that they had listed several of the things they do, which include providing conservation practices for larger pieces of land, they staff and coordinate the two hazardous household waste days held in the County and provide some educational programs.

Mr. Larson stated that if you look under worthless organizations in the dictionary, this organization would be there. He stated that when he was the Planning and Land Use Director for Lancaster County, he was assigned to attend meetings at the Northern Neck Soil and Water Conservation District and it was a waste of his time. He stated that when the vineyard was developing in Northumberland County a few years ago, they did nothing to help the erosion issue of soil going into the Great Wicomico River, in which they were supposed to be responsible for erosion and sediment control for agriculture. He stated that they instead tried to shove the problem off on Northumberland County.

Dr. Westbrook stated that if the Northern Neck Soil and Water Conservation District pays for the hazardous household collection days, he would like to see it increased to a quarterly event. He stated that if they don't pay for it, but just arrange it, he did not see where they were needed.

Mr. Gill stated that it was a cooperative effort between the Northern Neck Soil and Water Conservation District, the Extension Office and Lancaster County.

Mr. Bellows suggested level funding for that item.

Mr. Larson suggested zeroing them out.

Mr. Lee asked Mr. Gill to find out what they pay for in regards to the hazardous household collection days.

Mr. Palin stated that he was in favor of level funding.

Mr. Lee stated that he would like to know exactly what they did for the County.

Mr. Bellows stated that he had seen their educational programs, which were very good.

The consensus was to fund the Northern Neck Soil and Water Conservation District at \$5000.

Mr. Gill referred to the Court Appointed Special Advocates, CASA, and stated that they had been receiving \$5000 each year.

Mr. Larson stated that this organization came into being around 2010 and was the idea of a judge, who saw that children's legal interests were not being properly represented in family court. He stated that he thought the item should be included on the first page with the other non-governmental items. He stated that the Executive Director of the program was a personal friend of his, so he would recuse himself from deciding on the amount, if any, that would be contributed to CASA.

Dr. Westbrook suggested level funding and stated that they should not turn their backs on the kids in the court system.

The consensus was to level fund CASA.

Mr. Gill referred to the Department of Forestry request of \$4000 and stated that they have their branch office on Route 200 going into Northumberland County and assumed the request was for the maintenance of that office.

Mr. Larson stated that he thought the state should fund it.

Mr. Lee asked if Northumberland County was giving the Department of Forestry \$4000, too.

Mr. Gill replied that he did not know that.

The consensus was to zero out the request.

Mr. Larson referred to the next item, the Merrimac Juvenile Detention Center, and stated that number depends upon how many kids were sent there, which can vary significantly. He stated that after reading the court reports, it was his impression that fewer people were being incarcerated at any level. He suggested decreasing the request to \$50,000.

The consensus was to decrease the request to \$50,000 for the Merrimac Juvenile Detention Center.

Mr. Gill referred to the Virginia Juvenile Community Crime Control Act item and stated that it was part of the Juvenile Detention and Probation and stated that the request was the County's share, except for \$590, which was a COLA increase for Lancaster County employees.

Mr. Larson asked if the County's share was assigned statutorily.

Mr. Gill replied that it was an agreement and based on a statutory requirement. He read from the agreement: "an annual maintenance of effort of \$7,908 is required by the Virginia Department of Juvenile Justice for each locality participating in the Virginia Juvenile Community Crime Control Act and allows for Lancaster County to receive \$20,530 of state funds to provide Virginia Juvenile Community Crime Control Act services to court involved youth. Also included in the request is an administrative fee and a COLA increase for its Northern Neck employees. This cost is a shared amount for each of the five participating localities. Lancaster County's previous three-year referral rate was twenty percent which would result in an administrative fee of \$2,031." He stated that was how they arrived at the request of \$9,939.

Mr. Lee suggested level funding for this item.

Mr. Gill referred to the Contribution to Court Service Unit under Juvenile Detention and Probation and stated that he was not sure what the request was for.

Mr. Lee suggested zeroing that item out until they found out what it was for. He stated that it seemed like some things were duplicated.

Mr. Gill suggested sharing the page with Jim Cornwell, County Attorney, and asking if he saw any problem with not funding some of these items.

Mr. Larson stated that he thought they should just let the requesting organizations find out on their own.

Mr. Gill referred to the Contribution to the Local Health Department and stated that a contract with them was signed every year.

Mr. Larson stated that he was not sure what the contribution to the health department was being used for.

Mr. Gill stated that they make both residential and commercial inspections for things such as drainfields and wells, among other things.

Mr. Larson stated that fees for those things, such as well permits, were incredible.

Mr. Lee asked Mr. Gill to check on that item.

Mr. Larson suggested asking someone from the health department to come in front of the Board and speak about the functions of their department.

The consensus was to fund the request for the Local Health Department at \$175,000.

Mr. Gill stated that the next item was the request from the Community Services Board for \$42,231. He stated that Chuck Walsh, the Executive Director, had made a presentation to the Board about what they do for the community.

Mr. Larson stated that the Community Services Board was pretty flush on its financial statements. He stated that it was explained by a one-time donation, but he did not think they were really hurting for money.

Dr. Westbrook agreed and suggested a contribution of \$30,000.

The consensus was to fund the Community Services Board at \$30,000.

Mr. Gill referred to the Comprehensive Services Act and stated that was a guess at \$600,000, because it can fluctuate.

Mr. Larson stated that, in his experience, the amount tended to hover around \$600,000. He stated that the concept came from the fact that there were all of these different organizations and the idea was to bring them all under one umbrella. He stated that the state was going to have a certain percentage and the localities a certain percentage. He stated that the state, like in many other areas, has pulled back its commitment over the years.

The consensus was to level fund the request.

Mr. Gill referred to the Social Services item and stated that Edna Davenport, Director of Social Services, had a budget of over \$2 million dollars and the request of \$513,452 was the local share.

Mr. Palin stated that Mrs. Davenport was very good at running the department and thought they should grant the request.

Mr. Larson stated that Mrs. Davenport tended to spend less than what she budgeted.

The consensus was to level fund the request at \$513,452.

Mr. Gill referred to the Virginia Cooperative Extension Service and stated that the requested amount was the local share. He stated that Northumberland and Lancaster share an extension agent.

Mr. Larson stated that this department under spent their budget every year.

The consensus was to fund the Virginia Cooperative Extension Service at \$30,000.

Mr. Gill stated that there was a reduction of \$111,181 for the other contributions and a reduction of \$145,315 from the non-governmental organizations for a total savings of \$256,496.

Mr. Lee stated that the Board needed to discuss the percentage of pay increase for the County employees. He stated that they had not come to a consensus on the topic. He stated that a two percent increase was built into the proposed budget.

Mr. Gill referred to the budget in the Boards' books and stated that showed a three percent increase. He stated that the Lee draft showed a two percent increase.

Mr. Larson asked how much of an increase did the County employees get last time.

Mr. Gill stated three percent.

Mr. Lee stated that he was thinking two percent for the County employees besides the EMS staff because they received a nine percent increase last year. He stated that Chief McGregor received a three percent increase, but did not receive any extra in October like the rest of his staff.

Mr. Bellows asked about the insurance situation for the coming year.

Mr. Gill replied that the insurance expense had increased by almost seven percent.

Mr. Larson asked, with the seven percent increase, does the County contribution still cover the individual employee.

Mr. Gill replied that the County contribution would cover the high deductible plan for the employee only. He stated that it would not entirely cover the employees with the Key 500 plan.

Mr. Gill stated that he had said this before, but if the school employees get a raise, he could not explain it to the County employees, if they did not.

Dr. Westbrook stated that he could explain it.

Mr. Gill stated that he could not explain it. He stated that the County employees were running with a skeleton staff and overall, did a very good job. He stated that he did not see why they did not at least deserve a cost of living increase.

There was discussion about adding to the insurance plan versus a pay increase.

Mr. Lee asked about employees that were not on the County's insurance plan.

Mr. Gill replied there were a few employees that were not on the County plan, but not very many.

Dr. Westbrook stated that the County did have good people and they didn't want them going somewhere else.

Mr. Gill stated that a lot of the employees in this building have been employed here for over ten years and they were loyal.

Mr. Palin stated that he was in favor of the two percent increase for the County employees.

Dr. Westbrook stated that he could support the two percent increase.

Mr. Bellows agreed.

Dr. Westbrook stated that he would like to look over the EMS budget again before they decided on an increase for that staff. He stated that he just wanted to say that there was a degree of distrust and he did not appreciate the decision and rationale of pulling the ALS1 vehicle from the day-time shift.

Mr. Lee stated that he wanted Mr. Gill to update the budget books with the changes that had been made at this evening's meeting.

Mr. Gill stated that if the Board members would leave their budget books, then he would have them updated and ready for them on Thursday at their regular meeting.



Mr. Lee stated that they were talking about two percent for the County employees besides the EMS staff because that budget was still being reviewed.

Mr. Larson stated that there were some items that the Board needed to look at as a group such as the Registrar's budget and the County Attorney's fees.

Mr. Lee stated that they needed to schedule another work session on the budget.

The consensus was to schedule the next budget work session for Thursday, May 3, 2018 at 5:30 p.m.

Mr. Lee stated that he knew it was tough at the beginning of the meeting, but they found some common ground. He stated that he appreciated his fellow Board members' efforts and candor.

### **Adjournment**

Motion was made by Mr. Lee to adjourn the budget work session until Thursday, May 3, 2018 at 5:30 p.m.

VOTE:	William R. Lee	Aye
	Jason D. Bellows	Aye
	Jack D. Larson	Aye
	Ernest W. Palin, Jr.	Aye
	Robert S. Westbrook	Aye